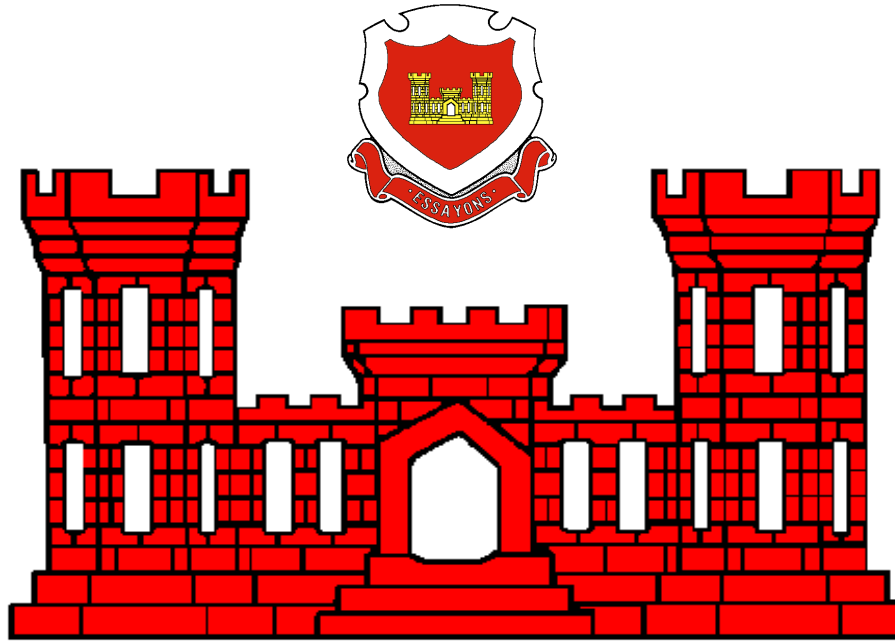


# **PROPONENT GUIDANCE FOR THE U.S. ARMY ENGINEER REGIMENT**



**CENTRALIZED SELECTION BOARD FOR CY 03  
COMMAND SERGEANT MAJOR  
AND SERGEANT MAJOR**



MEMORANDUM FOR President of the Board, CY03 Command Sergeant Major, Sergeant Major, and Sergeant's Major Course Selection Board, Enlisted Records and Evaluations Center, ATTN: PCRE-B (SGM Pavon), 8899 East 56<sup>th</sup> Street, Indianapolis, IN 46249-5301

SUBJECT: Career Management Field (CMFs) 12, 51, 81 Information Paper

1. Engineer Personnel Proponency Office (EPPO) provides this information to assist board members in better understanding CMFs 12 (Combat Engineering), 51 (General Engineering), and 81 (Topographic Engineering). This paper clearly identifies desired and typical career paths of noncommissioned officers (NCOs) within the Engineer Regiment.
2. This information is a tool for board members to review and select the best qualified Engineer NCOs for promotion. Engineers are valued for the variety of skills they acquire and perfect throughout their time in realistic training, military education, and service in demanding leadership positions. The primary factor in considering Engineer NCOs for promotion is extensive service and training with soldiers, where tactical and technical proficiencies are polished through hands-on application, and versatility of all engineering skills. To be considered qualified for promotion; every Engineer NCO should serve successfully (24-36 months) in one of the key leadership positions. Successful leadership time at the next higher grade must be considered.
  - a. First Sergeant
  - b. Branch Chief, NCOA, MANSCEN (1SG Position)
  - c. Chief, Drill Sergeant School (1SG Position)
  - d. Power Station Sergeant
3. Noncommissioned Officers who have shown the ability to perform well in, not only leadership assignments, but also other positions, such as, Battalion Operations Sergeant, Senior Career Management NCO, Senior Career Advisor, Equal Opportunity Advisor, Observer Controller, and positions listed in the challenging/high-risk chart demonstrate their versatility. These NCOs are high performers, not only in their key leadership positions, but also in additional and appointed duties and should be selected for promotion.
4. Military Education. Successful completion of NCOES courses and other Army/DoD schools provide the necessary institutional professional development. A discriminator for selection is the documented effort the NCO displayed while attending each course, as reported on the Academic Evaluation Report (AER). Of particular concern to the Engineer Regiment is the degree of communication skill demonstrated. Where possible, through data on AERs and other evaluation reports, the ability to communicate both verbally and written should be considered.
5. Civilian Education. Self-development through civilian education is important and demonstrates individual discipline and initiative. College education is a goal for all NCOs; however, some troop assignments and/or deployments preclude off-duty education. The many assignments/deployments within the Engineer CMFs reduces the ability of the regiment to define an appropriate college level for each NCO. When all else is equal, civilian education can be used as a discriminator.
6. Other Considerations.
  - a. Relief from a Detailed Recruiter position based solely on failure to meet mission should not adversely affect an Engineer NCO's promotion potential. Serving as detailed recruiter places unique demands on an NCO and requires unique skills differing from those required as a warfighter. If the engineer NCO is otherwise qualified for promotion, his relief from recruiting duty for failure to meet



b. When you review the MOS reference charts, you will see the title Drill Sergeant Leader. This title is used for Drill Sergeant Leaders in each training unit and for Instructors at the Drill Sergeant School. Consideration should be given to the NCOs that work as instructors at Drill Sergeant School; they are hand-selected by the First Sergeant of Drill Sergeant School and approved by the Commandant to ensure that only the best qualified are selected.

c. In addition, a select group of highly qualified Master Sergeants are hand-selected by the Regimental Command Sergeant Major and will have the opportunity to serve as Senior Career Management NCO and Senior Career Advisor. The qualified NCO who serves in one of these assignments, in addition to serving in a key leadership position, should be considered as equally if not better qualified as the NCO who serves all his/her time in a TOE position.

7. In summary, this information paper will give you an overview of the three Engineer CMFs and provides you with information about the following factors the Engineer Regiment considers key.

- a. The importance of successful service in key leadership positions for the compulsory time.
- b. Subsequent successful service in career enhancing positions after service in a key leadership position.
- c. Selection of NCOs who have demonstrated the ability to excel as Engineer Master Sergeant; who will set high personal and professional standards; who embodies the seven Army Values; who seek challenges; who communicate well, and who genuinely care for soldiers.
- d. The versatility required among senior NCOs in the Engineer Regiment.

8. It is important that the panel members understand this proponent guidance and not read anything into its intent. Feel free to contact the Engineer Personnel Proponency Office or the undersigned on any additional information or support you may need. The point of contact and telephone numbers are listed below:

ESSAYONS!

Commandant  
United States Army Engineer School  
ATTN: ATSE-DOT-EP (CSM Pearson)  
Telephone: DSN 676-8060, Commercial (573) 563-8060.

//S//  
CLINT J. PEARSON  
CSM, USA  
Command Sergeant Major

//S//  
WILLIAM H. McCOY, JR.  
Brigadier General, USA  
Assistant Commandant



# ENGINEER REGIMENT MISSION

US Army Engineer Regiment designs, trains, and develops the full-spectrum Engineer Force to provide Combat Engineering, General Engineering, Geospatial Engineering, and Environmental Integration to support the force across the spectrum of military operations.



# ENGINEER REGIMENT AWARDS

**The Sturgis Medal** Named in honor of LTG Samuel D. Sturgis, a former Chief of Engineers, the medal is awarded annually to an enlisted engineer soldier in recognition of outstanding contributions to military engineering by demonstrated technical and leadership ability.

(1) Emphasis is placed strictly on contributions to military engineering, which includes troop or contract construction, maintenance, facilities engineering, combat engineering training, management and supervision of engineer activities, and other engineer support.

(2) The competition for this highly coveted award involves engineer soldiers from CMFs 12, 51, and 81. All Major Commands participate annually in this engineer event, but only the very finest Engineer Regiment soldiers will wear this prestigious and highly sought after medal.

**The de Fleury Medal** Named in honor of Francois Louis Tesseidre de Fleury, a former French Engineer Officer who was appointed a captain of engineers by the Continental Congress is awarded at three levels, bronze, silver, and gold. The bronze and silver medals are awarded to individuals who have rendered significant service or support to an element of or the entire Engineer Regiment respectively. The gold medal is awarded to only one individual annually who exemplifies boldness, courage and commitment to a strong national defense.

**Army Combat Engineer Sergeant Award (CMF12)** (ACES) This award is given annually to the best Combat Engineer Squad Leader in each battalion.



# CMFs 12, 51, 81

# PROMOTION POTENTIAL

# INDICATORS

THE FOLLOWING ARE CONSIDERED AS BEING THE BEST QUALIFIED FOR SELECTION FOR SERGEANT MAJOR:

- **SERGEANTS MAJOR COURSE:**

- GRADUATES AND ATTENDEES MUST RECEIVE SPECIAL CONSIDERATION FOR SELECTION IF THEY MEET THE SAME STANDARDS AS THOSE COMPETING ON CURRENT BOARD

- **ASSIGNMENTS MUST BE:**

- DIVERSE (MUST HAVE LEADERSHIP, STAFF AND SPECIAL POSITIONS)
- CHALLENGING (SOME HIGH RISK JOBS)
- SUCCESSFUL (CONSISTENTLY DEMONSTRATED STRONG PERFORMANCE)
- BACK TO BACK TDA ASSIGNMENTS ARE DISCOURAGED (EXCEPT PROJECT WARRIOR AND TDA LEADERSHIP ASSIGNMENTS)

- **MUST NOT DEVIATE FROM ARMY STANDARDS OF:**

- LOYALTY, DUTY, RESPECT, SELFLESS-SERVICE, HONOR, INTEGRITY, & PERSONAL COURAGE
- PHYSICAL & MENTAL READINESS

- **TECHNICALLY AND TACTICALLY PROFICIENT**

- DEMONSTRATED SUCCESSFUL PERFORMANCE IN ALL POSITIONS ASSIGNED

- **DEMONSTRATED INITIATIVE--SELF DEVELOPMENT**

- DA/LOCAL SCHOOLS (HONOR GRADUATE/EXCEEDED COURSE STANDARDS)
- CORRESPONDENCE COURSES (ACCP)
- EDUCATION (SOME COLLEGE)
- OTHER ACHIEVEMENTS (I.E. LEADERSHIP AWARDEES)

- **RATER/SENIOR RATER EVALUATION**

- PERFORMANCE TRENDS (SUCCESS TO EXCELLENCE)
- LISTED INCREASED POTENTIAL (PROMOTION, SCHOOLING, ASSIGNMENTS)





# CMFs 12, 51, 81

## PROMOTION POTENTIAL

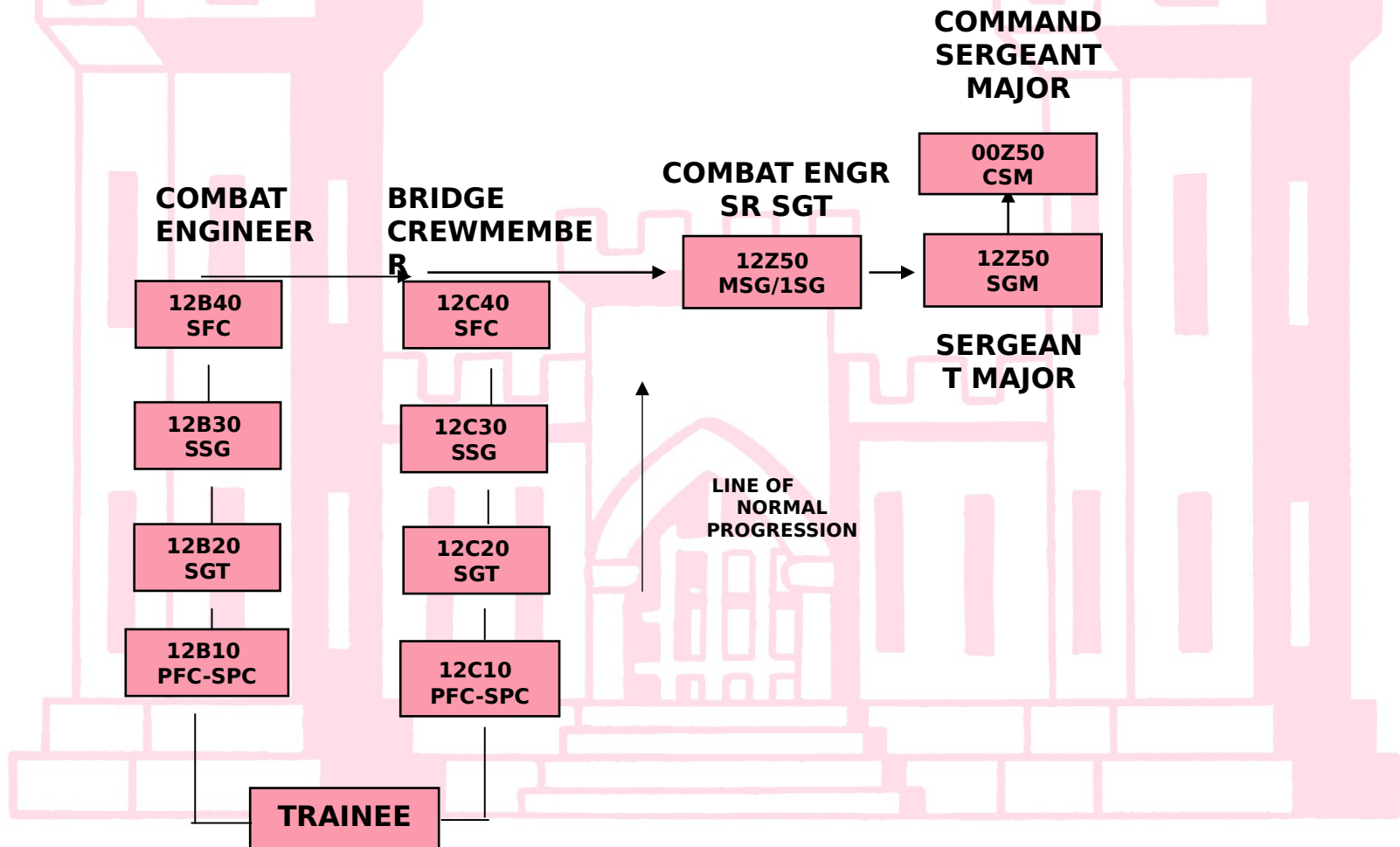
### INDICATORS

THE FOLLOWING ARE CONSIDERED AS BEING THE BEST QUALIFIED FOR SELECTION FOR COMMAND SERGEANT MAJOR:

- COMMAND SERGEANT MAJOR :
  - HAS SUCCESSFULLY SERVED IN A SGM POSITION (PRIORITY SELECTION)
  - SGM AND MSG(P) WHO MEET ELIGIBILITY REQUIREMENTS
  - MSG/1SG WHO HAVE SUCCESSFULLY COMPLETED OR ARE ATTENDING THE SMC
- ASSIGNMENTS MUST BE:
  - DIVERSE IN BOTH TOE/TDA ASSIGNMENTS
  - CHALLENGING (SOME HIGH RISK JOBS)
  - WELL ROUNDED IN POSITIONS, COMMENSURATE TO RANK AT EACH LEVEL
  - SUCCESSFULLY PERFORMED ABOVE AVERAGE
- MUST NOT DEVIATE FROM ARMY STANDARDS OF:
  - LOYALTY, DUTY, RESPECT, SELFLESS-SERVICE, HONOR, INTEGRITY, & PERSONAL COURAGE
  - CONSISTENTLY LEADS FROM THE FRONT BOTH PHYSICALLY AND MENTALLY FIT
- RATER/SENIOR RATER EVALUATION
  - SR RATER COMMENT RECOMMENDS APPOINTMENT TO CSM



# CMF 12 COMBAT ENGINEERING CAREER PATTERN







# TYPICAL CAREER PATTERNS

## MOS 12Z



### LEADERSHIP

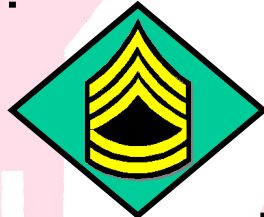
Sqd Ldr  
Sect Ldr  
Drill Sgt Ldr  
SGL

### STAFF

Construction  
Foreman  
Opns Sgt  
Bridge Inspector

### SPECIAL

**AC/RC**  
**Enlisted Advisor**  
**Recruiter**  
**Instr/Writer**  
**Combat/Tng Dev**



### LEADERSHIP

PSG  
Drill Sgt Ldr  
SGL

### STAFF

Opns Sgt  
Combat Eng NCO

### SPECIAL

**O/C**  
**AC/RC**  
**Career Management**  
**Platoon Trainer**  
**Instr/Writer**  
**Combat/Tng Dev**  
**EO Advisor/IG**



### LEADERSHIP

1SG  
Branch Chief  
Chief, Drill Sgt Sch

### STAFF

SR Eng NCO  
Opns Sgt

### SPECIAL

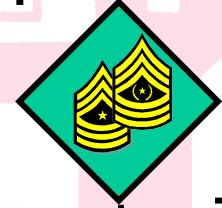
**SR Career**  
**Management**  
**SR Career Advisor**  
**SR Military Science**

### Inst

**SR Eng Company**

### O/C

**SR Eng NCO**  
**EO Advisor**  
**IG NCO**



### LEADERSHIP

BN CSM  
GRP CSM  
BDE CSM  
REGT CSM

### STAFF

### Proponency

### SGM

Opns SGM


### SPECIAL

**DIR SGM**  
**(USAES)**

**Bolded are nominated positions**

# 12Z NCO CAREER DEVELOPMENT MODEL

## TITLE OF CAREER MANAGEMENT FIELD: Combat Engineering Senior Sergeant

YEARS OF SVC	7-9		10-15		16-19	20-30
 RANK	STAFF SERGEANT		SERGEANT FIRST CLASS		FIRST SERGEANT MASTER SERGEANT	SERGEANT MAJOR COMMAND SERGEANT MAJOR
DUTY ASSIGNMENTS	SQUAD LEADER DRILL SERGEANT SECTION LEADER RECON SGT		PLATOON SERGEANT INTEL SERGEANT OPERATIONS SERGEANT		FIRST SERGEANT CONSTRUCTION FOREMAN	SGM CSM
INSTITUTIONAL TRAINING	BNCOC		ANCOC			SMC/CSMC
RECOMMENDED	PRIOR TO BNCOC		PRIOR TO ANCOC		PRIOR TO SMC	
NCOES-RELATED COURSES	English Composition Personnel Supervision Behavioral Science Math, Stress Management		Principles of Management Behavior Information Sys Mgt Technical Writing			Research Techniques (Statistics) Human Resource Management Problem Solving
RECOMMENDED READING LEVEL	10	10	11	11	12	12+
WRITING STANDARD	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std
RECOMMENDED FUCTIONAL COURSES				BATTLE STAFF NCO COURSE		
				1SG COURSE		
RECOMMENDED CMF-RELATED COURSES AND ACTIVITIES	SKILL LEVEL 3		SKILL LEVEL 4			SKILL LEVEL 5
	Course in General and Construction Engineering Demolition Operations Principles of Instruction Structural Theory/Analysis Quality Control Comp Tech in Bldg Tech		Continue Courses in Construction Engineering Engineer Management System Analysis Counseling Organizational Management			Courses in Engineering Tech/Mgt Leadership/Mgt Problem Solving Organizational Effectiveness Quality Control Mgt Environmental Engineering
RECOMMENDED CMF-RELATED CERTIFICATION OR DEGREE GOAL	NATIONAL TRADE/PROFESSIONAL CERTIFICATE IN:					
	Carpentry, Electrical, Pluming, Structural Steel Construction Equipment Operation					
	By 10-14 Year of Service				By 15-18 Year of Service	
	AA/AS in: Engineering Technology: General Studies				BA/BS in: Engineering Management; Business Management: Construction Management	



# MOS 12Z COMBAT ENGINEERING SENIOR SERGEANT

## MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS (ASI)

**Major duties.** The combat engineering senior sergeant inspects and advises on bridging, rafting, and river crossing operations. Formulates and maintains construction schedules. Assists in supervision of troops in assault operations. Performs ground and aerial reconnaissance. Advises engineer staff section personnel in matters involving combat engineer operations. Coordinates with staff agencies for engineer operational and tactical support. Coordinates employment of engineer elements operating with infantry and armored units. Inspects construction sites and enforces job specification and safety standards. Collects, interprets, analyzes, evaluates, and disseminates intelligence

### ASIs

<b>P5</b>	<u>MASTER FITNESS TRAINER</u>	<b>2S</b>	<u>BATTLE STAFF OPERATIONS</u>
	▪SSG - SGM		▪SSG - SGM
	▪OPEN TO ANY MOS		▪OPEN TO ANY MOS



# **CMF 12 COMBAT ENGINEERING CHARACTERISTICS**

- **Contains 3 MOSs 12B Combat Engineer, 12C Bridge Crewman and Engineer Sergeant.**
- **12B and 12C merge at the Master Sergeant level into 12Z.**
- **Great opportunities for key leadership positions; Squad Leader, Section Leader, Platoon Sergeant, First Sergeant, Branch Chief - ANCOC, BNCOC, IBCOC, Chief, Drill Sergeant School.**
- **Wide variety of assignments; Drill Sergeant, Observer Controller (OC), Leader Course Instructor, Small Group Leader, AC/RC, TAC NCO, EOC, IG and Military Science Instructor.**
- **MOS 12B soldiers supervises mine warfare, demolitions, and Combat operations.**
- **MOS 12C soldiers plan and supervise in construction of float and float operations.**



# **MOS 122 COMBAT ENGINEERING**

## **SENIOR SERGEANT**

### **CHALLENGING/HIGH RISK**

### **POSITIONS**

#### **◆ FIRST SERGEANT**

**□ BRANCH CHIEF, ANCOC, BNCOC,**

**□ PLDC (1SG POSITION)**

**□ CHIEF, DRILL SGT SCH**

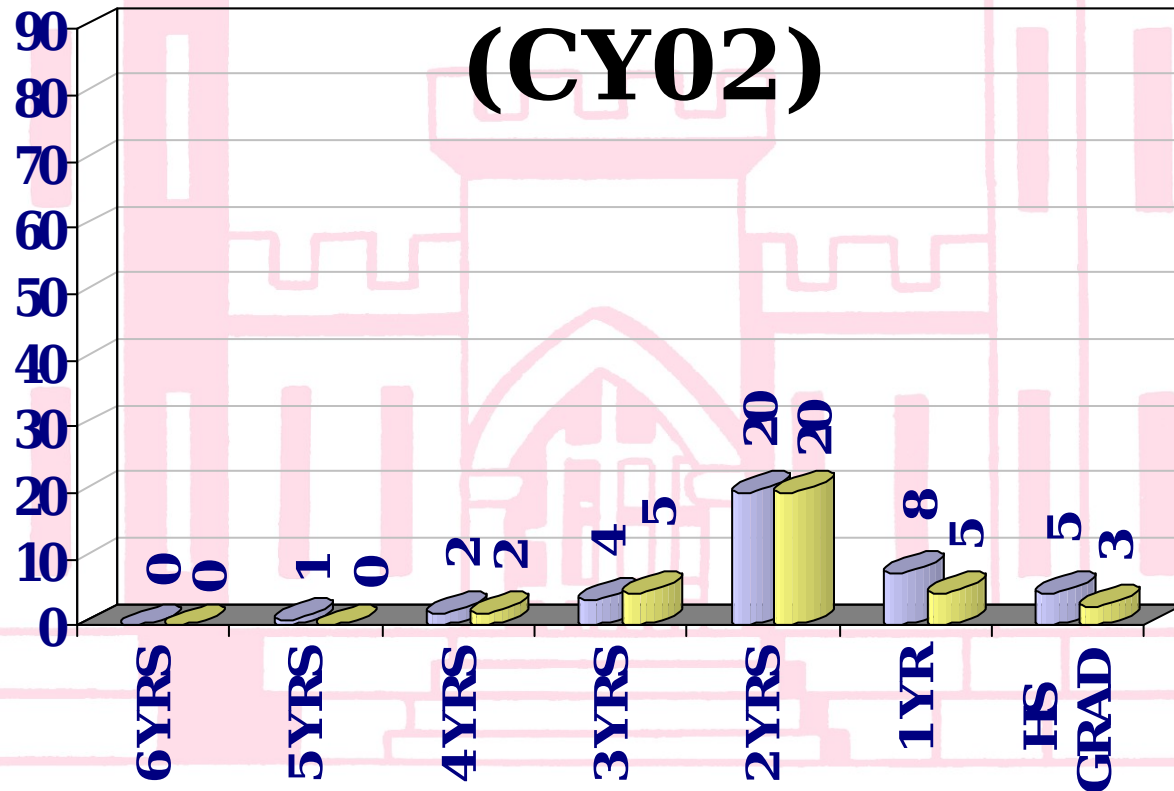
- Senior Career Management NCO
- Senior Career Advisor
- Senior Military Science Instructor
- Senior Engineer Company NCO O/C
- Senior NCO Individual Trainer O/C
- Senior Engineer NCO
- Chief Training/Developer/Writer
- Chief Instructor/Writer
- Senior Instructor/Writer
- Equal Opportunity Advisor
- Inspector General NCO
- BN Operations Sergeant
- Senior Combat Development NCO

**□ = LEADERSHIP POSITIONS**





# MOS 122 COMBAT ENGINEERING SENIOR SERGEANT CIVILIAN EDUCATION LEVEL DEMOGRAPHICS



(40) PRIMARY ZONE

(35) SECONDARY ZONE





# 12Z ASSIGNMENT OPPORTUNITIES

<u>1SG AUTHS</u>	<u>MSG AUTHS/TDA</u>	<u>MSG AUTHS/TOE</u>
136 (58.3%)	70 (30%) 20-1SG	163 (70%) 116-1SG

## LEADERSHIP (24 MONTHS)

• F  
-M  
-T

**FIRST SERGEANT:132**  
**Branch Chief**  
**ANCOC (1SG) 1**  
**BNCOC (1SG) 1**  
**PLDC (1SG) 1**  
**Chief, Drill SGT Sch (1SG)1=(136)**

## **Primary Zone (78 eligible)**

\* Average time served as 1SG is 24 months

## **Secondary Zone (42 eligible)**

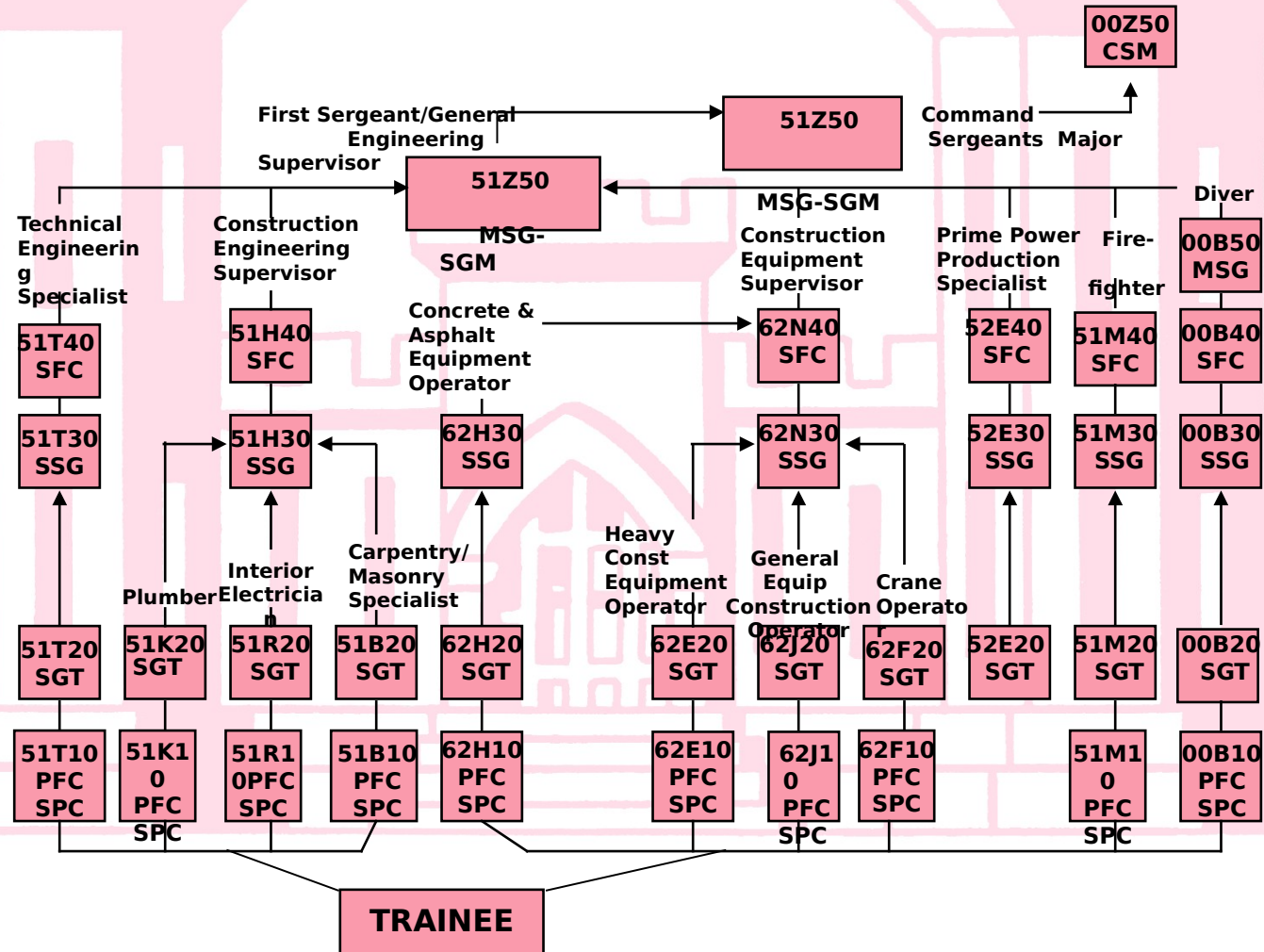
\* Average time served as 1SG is 19.9 months

29 eligible MSG have NOT served as a 1SG. (17 PZ; 12 SZ)





# MOS 51Z GENERAL ENGINEERING SUPERVISOR CAREER PATTERN





# TYPICAL CAREER PATTERNS

## MOS 51Z



### LEADERSHIP

Sqd Ldr  
Sect Ldr  
Drill Sgt Ldr  
SGL  
Diving Supervisor  
Team Chief  
Tech Eng NCO  
SR Pwr Station

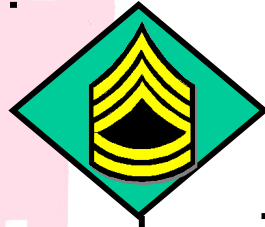
Mech

### STAFF

Opns Sgt  
Construction Insp

### SPECIAL

**Recruiter**  
**Instr/Writet**  
**Combat/Tng Dev**



### LEADERSHIP

PSG  
SR Drill Sgt Ldr  
SGL  
SR Diving Supervisor  
Fire Chief  
SR Tech Eng NCO  
Prime Power Supervisor

### STAFF

Opns Sgt  
Construction Inspector  
Construction Opns Sgt

### SPECIAL

**SR Tng Management**  
**Diving Liaison**  
**Combat/Tng Dev**  
**Instr/Writer**  
**AC/RC**  
**EO Advisor**



### LEADERSHIP

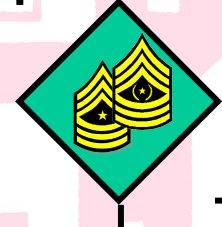
1SG  
Power Station Sgt

### STAFF

Opns Sgt  
Asst Opns Sgt  
Construction Inspector  
Construction Opns Sgt

### SPECIAL

**SR Career Advisor**  
**SR Career Mgt NCO**  
**Ch Instr/Writer**  
**SR Enlisted OC**  
**SR Enlisted Eng BN**  
**Advisor**  
**SR Tng/Dev/Writer**



### LEADERSHIP

BN CSM  
GRP CSM  
BDE CSM  
REGT CSM

### STAFF

**Proponency**

### SGM

Opns SGM

### SPECIAL


**DIR SGM**  
**(USAES)**

**Bolded are nominated positions**

# 51Z NCO CAREER DEVELOPMENT MODEL

## TITLE OF CAREER MANAGEMENT FIELD: CONSTRUCTION ENGINEER



YEARS OF SVC	7-9		10-15		16-19	20-30
 RANK	STAFF SERGEANT		SERGEANT FIRST CLASS		FIRST SERGEANT MASTER SERGEANT	SERGEANT MAJOR COMMAND SERGEANT MAJOR
DUTY ASSIGNMENTS	CONST SQD LDR; RECON SGT CONST SECTION LDR; CONST OPS SGT; TECH ENGR NCO; FIRE TEAM CHIEF; SQD LEADER; FIRE INSPECTOR; SR POWER STATION MECH; SR POWER STATION ELEC		PLATOON SERGEANT DETACHMENT SERGEANT SR CONST SUPV FIRE CHIEF SR TECH ENGR NCO PRIME POWER NCO		FIRST SERGEANT MAINTENANCE SUPERVISOR POWER STATION SERGEANT OPERATIONS SERGEANT CONSTRUCTION INSPECTOR	SGM CSM
INSTITUTIONAL TRAINING	BNCOC		ANCOC			SMC/CSMC
RECOMMENDED	PRIOR TO BNCOC		PRIOR TO ANCOC		PRIOR TO SMC	
NCOES-RELATED COURSES	Communication Skills Personnel Supervision Behavioral Science Math, Stress Management		Principles of Management Organizational Behavior Information Sys Mgt Technical Writing		Human Resource Management Problem Solving	Research Techniques (Statistics) Human Resource Management Problem Solving
RECOMMENDED READING LEVEL	10	10	11	11	12	12+
WRITING STANDARD	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std
RECOMMENDED FUCTIONAL COURSES				BATTLE STAFF NCO COURSE 1SG COURSE		
RECOMMENDED CMF-RELATED COURSES AND ACTIVITIES	SKILL LEVEL 3		SKILL LEVEL 4			SKILL LEVEL 5
	Technical Opns Course in area taken as SL20; Constr Engr; General Engr; Demolition Opns; Electrical Engr; Constr Mgt; Utilities Engr; Pollution Control; Civil Engr; Well Drilling		Organizational Mgt; Computer Science; Construction Design; Construction Surveying; General Engr Construction: Computer Techniques for Bldg Tech: Structural Analysis			Courses in Engineering Tech/Mgt Leadership/Mgt Problem Solving Organizational Effectiveness Quality Control Mgt Environmental Engineering
RECOMMENDED CMF-RELATED CERTIFICATION OR DEGREE GOAL	NATIONAL TRADE/PROFESSIONAL CERTIFICATE IN:					
	Carpentry; Electrical; Pluming,; Structural Steel; Construction Equipment Operation; Mechanical Engineering; Construction Draftsman; Well Drilling; Surveying					
	By 10-14 Year of Service				By 15-18 Year of Service	
	AA/AS in: Engineering Technology: General Studies; Fire Science; Draftsman; Surveying; Oceanographic Tech				BA/BS in: Engineering Management; Business Management: Construction Engineering; Electrical Engineering; Civil Engineering; General Engineering; Engineering Technology; Oceanographic Technology	



# MOS 51Z GENERAL ENGINEERING SUPERVISOR

## MAJOR DUTIES/ ADDITIONAL SKILL IDENTIFIERS (ASI)

**Major duties.** The general engineering supervisor supervises general engineering activities related to all construction and utility operations. Assists engineering officer in construction planning, scheduling, and material estimating. Assists in the preparation of operation orders, standing operating procedures, and contingency plans. Provides staff supervision and principal noncommissioned officer direction to units engaged in performing general engineering missions. Inspects construction and training activities. Supervises performance of combat engineering missions

### ASIs

**P5** MASTER FITNESS TRAINER

▪SSG - SGM

▪OPEN TO ANY MOS

**2S** BATTLE STAFF OPERATIONS

▪SSG - SGM

▪OPEN TO ANY MOS





# **CMF 51 GENERAL ENGINEERING CHARACTERISTICS**

- **Contain 16 MOSs ranging from Vertical Construction, Horizontal Construction, Fire Fighter, Prime Power to Diver.**
- **51Z General Engineering Supervisor and 00B Master Diving Supervisor merge into Sergeant Major.**
- **Great opportunities for key leadership positions; Squad Leader, Section Leader, Platoon Sergeant, First Sergeant, Fire Chief, Diving Supervisor, Branch Chief - ANCOC, BNCOC, PLDC, and Chief, Drill Sergeant School.**
- **Wide variety of assignments; Drill Sergeant, Observer Controller (CTC), Sapper**





# **ENGINEERING SENIOR SUPERVISOR CHALLENGING/HIGH RISK POSITIONS**

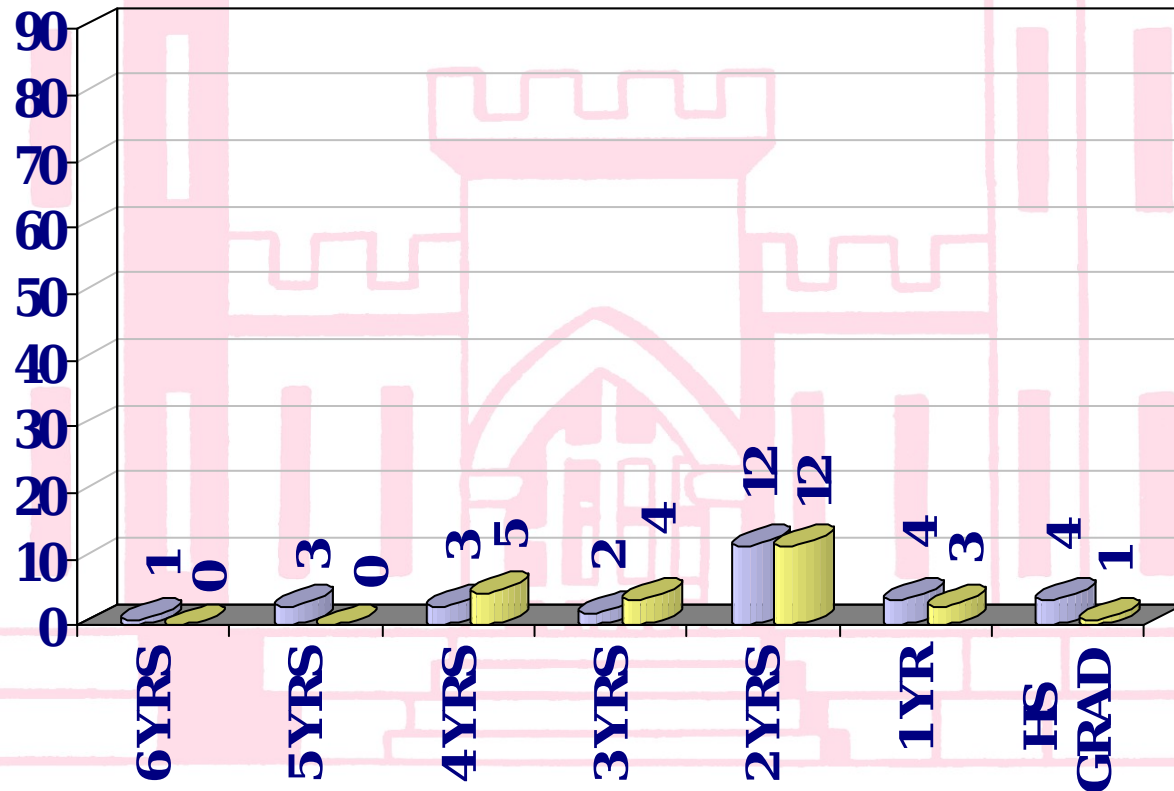
- ◆ **FIRST SERGEANT**
- **POWER STATION SERGEANT**
- **CHIEF, DRILL SERGEANT  
SCHOOL**

- **Senior Career Advisor**
- **Senior Career Management NCO**
- **Chief Instructor/Writer**
- **Construction Inspector**
- **Maintenance Supervisor**
- **Senior Enlisted OC NCO**
- **SR Enlisted Engineer Battalion  
Advisor**
- **BN Operations Sergeant**
- **Senior Training/Developer/Writer**

□ = LEADERSHIP POSITIONS



# MOS 312 GENERAL ENGINEERING SENIOR SUPERVISOR CIVILIAN EDUCATION LEVEL DEMOGRAPHICS (CY02)



(26) PRIMARY ZONE

(25) SECONDARY ZONE



# MOS 51Z ASSIGNMENT OPPORTUNITIES

<u>1SG AUTHS</u>	<u>MSG AUTHS/TDA</u>	<u>MSG AUTHS/TOE</u>
50 (42%)	52 (33%)	105 (67%)
	9-1SG	41-1SG/ Power Station SGT

## LEADERSHIP (24 MONTHS)

F  
-M  
-T  
-O

**FIRST SERGEANT: 42**  
**POWER STATION SERGEANT 8 = 50**

## **Primary Zone (49 eligible)**

\* Average time served as 1SG is 24.9 months

## **Secondary Zone (18 eligible)**

\* Average time served as 1SG is 20.1 months

17 eligible MSG have NOT served as a 1SG. (14 PZ; 3 SZ)





# MOS 00B MASTER DIVING SUPERVISOR CAREER PATTERN

**COMMAND  
SERGEANT MAJOR**

**SERGEANT MAJOR**

**MASTER DIVING SUPERVISOR  
FIRST SERGEANT**

**SENIOR DIVING SUPERVISOR**

**DIVING SUPERVISOR**

**LEAD DIVER**

**DIVER**

**00Z50  
CSM**

**51Z50  
SGM**

**00B50  
MSG/1SG**

**00B40  
SFC**

**00B30  
SSG**

**00B20  
SGT**

**00B20  
SGT**

**TRAINE  
E**

**LINE OF  
NORMAL  
PROGRESSION**



# TYPICAL CAREER PATTERNS

## MOS 00B



### **LEADERSHIP**

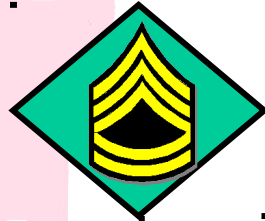
Diving Supervisor  
Drill Sgt Ldr

### **STAFF**

Opns Sgt

### **SPECIAL**

Instr/Writer



### **LEADERSHIP**

SR Diving Servisor  
SR Drill Sgt Ldr

### **STAFF**

### **SPECIAL**

Instr/Writer  
SR Tng Management  
Diving Liason  
Combat/Tng Dev



### **LEADERSHIP**

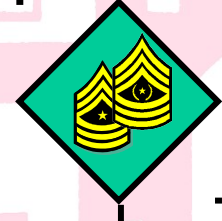
1SG  
Master Diving

### **STAFF**

Opns Sgt

### **SPECIAL**

Chief Diving



### **LEADERSHIP**

BN CSM  
GRP CSM  
BDE CSM  
REGT CSM

### **STAFF**

Proponency

### **SGM**


Opns SGM

### **SPECIAL**

DIR SGM  
(USAES)

**Bolded are nominated  
positions**

**00B NCO CAREER DEVELOPMENT MODEL**
**TITLE OF CAREER MANAGEMENT FIELD: GENERAL ENGINEERING**

YEARS OF SVC	7-9		10-15		16-19	20-30
 RANK	STAFF SERGEANT		SERGEANT FIRST CLASS		FIRST SERGEANT MASTER SERGEANT	SERGEANT MAJOR COMMAND SERGEANT MAJOR
DUTY ASSIGNMENTS	DIVING SUPERVISOR		SENIOR DIVING SUPERVISOR		FIRST SERGEANT MASTER DIVING SUPERVISOR OPERATIONS SERGEANT	SGM CSM
INSTITUTIONAL TRAINING	BNCOC		ANCOC			SMC/CSMC
RECOMMENDED	PRIOR TO BNCOC		PRIOR TO ANCOC		PRIOR TO SMC	
NCOES-RELATED COURSES	Communication Skills Personnel Supervision Behavioral Science Math, Stress Management		Principles of Management Organizational Behavior Information Sys Mgt Technical Writing		Research Techniques (Statistics) Human Resource Management Problem Solving	Research Techniques (Statistics) Human Resource Management Problem Solving
RECOMMENDED READING LEVEL	10	10	11	11	12	12+
WRITING STANDARD	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std
RECOMMENDED FUCTIONAL COURSES				BATTLE STAFF NCO COURSE 1SG COURSE		
RECOMMENDED CMF- RELATED COURSES AND ACTIVITIES	SKILL LEVEL 3		SKILL LEVEL 4			SKILL LEVEL 5
	Technical Opns Course in area taken as SL20; Constr Engr; General Engr; Demolition Opns; Electrical Engr; Constr Mgt; Utilities Engr; Pollution Control; Civil Engr; Well Drilling		Organizational Mgt; Computer Science; Construction Design; Construction Surveying; General Engr Construction: Computer Techniques for Bldg Tech: Structural Analysis			Courses in Engineering Tech/Mgt Leadership/Mgt Problem Solving Organizational Effectiveness Quality Control Mgt Environmental Engineering
RECOMMENDED CMF- RELATED CERTIFICATION OR DEGREE GOAL	NATIONAL TRADE/PROFESSIONAL CERTIFICATE IN:					
	Carpentry; Electrical; Plumbing,; Structural Steel; Construction Equipment Operation; Mechanical Engineering; Construction Draftsman; Well Drilling; Surveying					
	By 10-14 Year of Service				By 15-18 Year of Service	
	AA/AS in: Engineering Technology: General Studies; Fire Science; Draftsman; Surveying; Oceanographic Tech				BA/BS in: Engineering Management; Business Management: Construction Engineering; Electrical Engineering; Civil Engineering; General Engineering; Engineering Technology; Oceanographic Technology	





# MOS 00B MASTER DIVING SUPERVISOR

## MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS (ASI)

**Major Duties.** Supervises operator through intermediate levels of maintenance on diving life support equipment. Performs as a qualified Master Diver for the control and support diving detachments and responsible for the command and control of assigned lightweight diving teams. Ensures all diving operations are conducted safely. Supervises deep sea diving missions and dives conducted deeper than 100 feet salt water. Formulates demolition plan for operational and training missions. Assists the commander in planning, scheduling and executing training and operational missions. Provides expertise to staff planners and diving teams. Writes and develops doctrinal, regulatory, training, and safety material related to the accomplishment of diving missions.

ASIs

**P5** MASTER FITNESS TRAINER

▪SSG - SGM

▪OPEN TO ANY MOS

**2S** BATTLE STAFF OPERATIONS

▪SSG - SGM

▪OPEN TO ANY MOS



# **MOS 00B MASTER DIVING SUPERVISOR CHALLENGING/HIGH RISK POSITIONS**

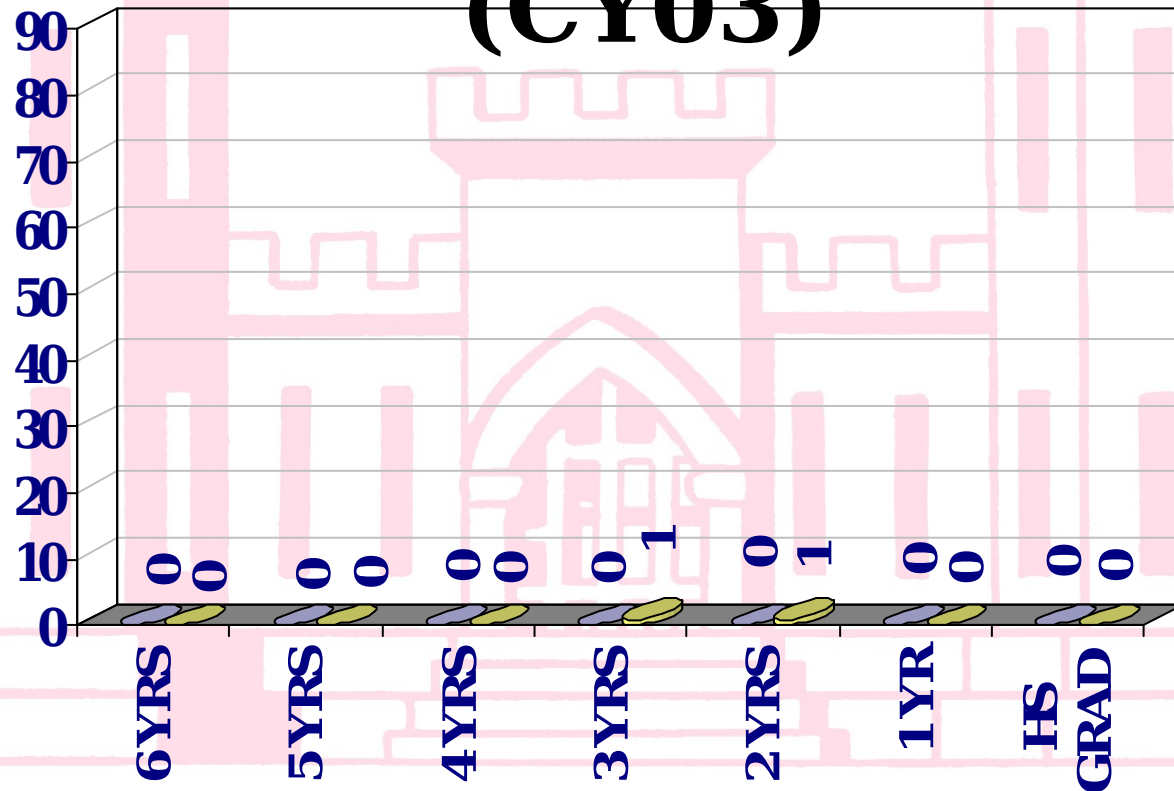
- FIRST SERGEANT**
- MASTER DIVING SUPERVISOR**
  - Chief Diving Supervisor
  - BN Operations Sergeant

**□ = LEADERSHIP POSITIONS**



# MOS 00B MASTER DIVING SUPERVISOR

## CIVILIAN EDUCATION LEVEL DEMOGRAPHICS (CY03)



(0) PRIMARY ZONE (2) SECONDARY ZONE



# 00B ASSIGNMENT OPPORTUNITIES

<u>1SG/MASTER DIV AUTHS</u>	<u>MSG AUTHS/TDA</u>	<u>MSG AUTHS/TOE</u>
4 (67%)	4 (67%) 2-1SG	2 (33%) 2-MASTER DIV SUP

## LEADERSHIP (24 MONTHS)

• F  
- M  
- T

**FIRST SERGEANT: 2**  
**MASTER DIVING SUPERVISOR: 2 = 4**

## **Primary Zone 0 eligible)**

\* Average time served as 1SG is 24 months

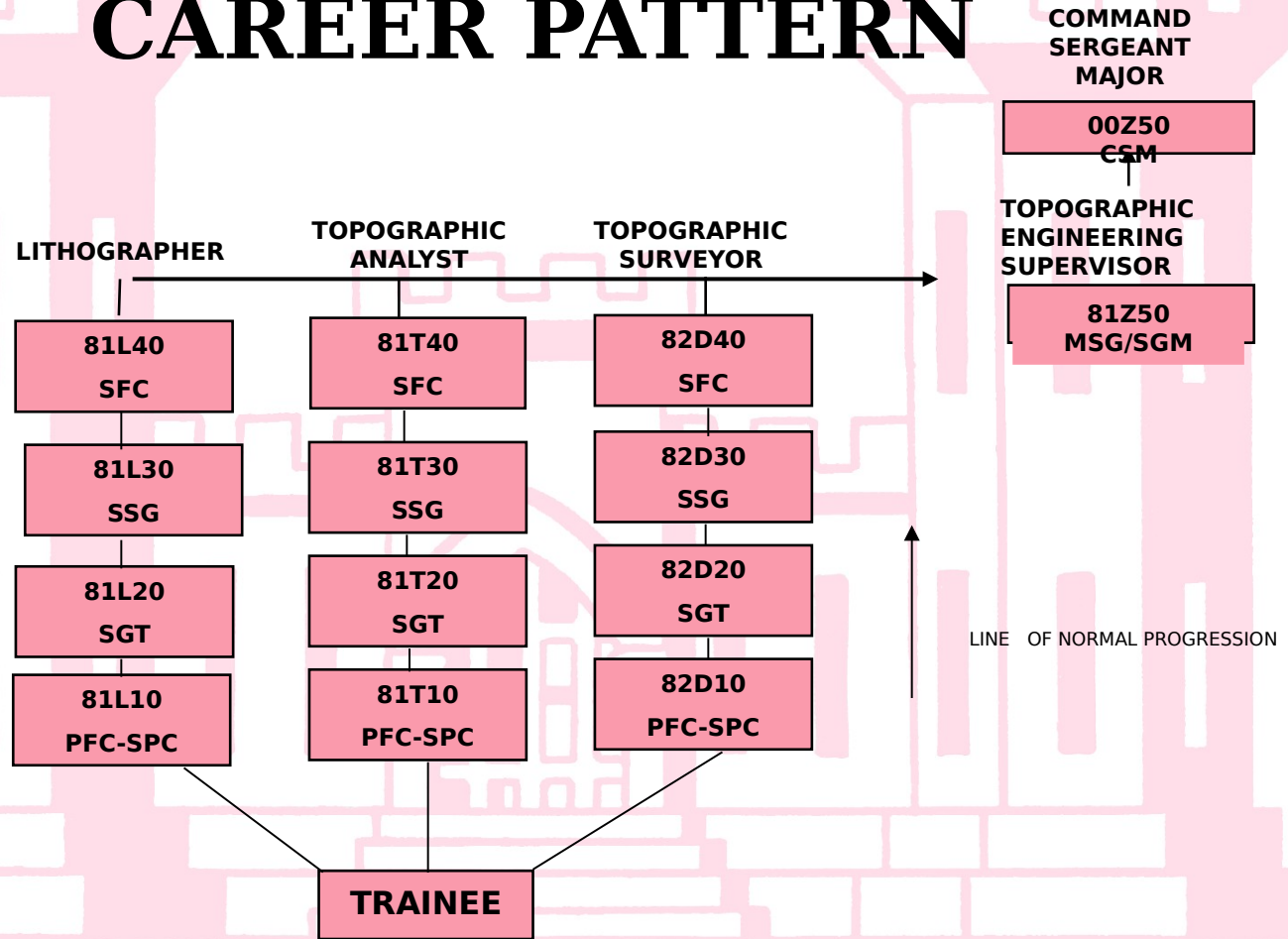
## **Secondary Zone (2 eligible)**

\* Average time served as 1SG is 24 months





# CMF 81 TOPOGRAPHIC ENGINEERING CAREER PATTERN





# TYPICAL CAREER PATTERNS

## MOS 81Z

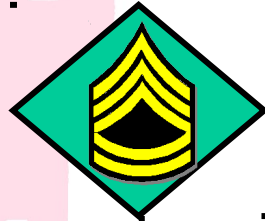


### LEADERSHIP

Sqd Ldr  
Sect Ldr  
Drill Sgt  
SGL

### STAFF

**SPECIAL**  
**Recruiter**  
**Instr/Writer**  
**Combat/Tng Dev**



### LEADERSHIP

PSG  
Sect Ldr  
SR Drill Sgt  
Detachment Sgt

### STAFF

Opns Sgt

### SPECIAL

**Recruiter**  
**Career Advisor**  
**Instr/Writer**



### LEADERSHIP

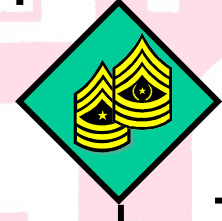
1SG

### STAFF

Opns Sgt  
Topographic  
Intelligence

### SPECIAL

**SR Career**  
**Management**  
**SR Combat Dev**  
**Ch Instr/Writer**



### LEADERSHIP

BN CSM  
GRP CSM  
BDE CSM  
**REGT CSM**

### STAFF

Opns SGM


### SPECIAL

**SCH SGM**

**Bolded are nominated positions**



**81Z NCO CAREER DEVELOPMENT MODEL**
**TITLE OF CAREER MANAGEMENT FIELD: GENERAL ENGINEERING**

YEARS OF SVC	7-9		10-15		16-19	20-30
 RANK	STAFF SERGEANT		SERGEANT FIRST CLASS		FIRST SERGEANT MASTER SERGEANT	SERGEANT MAJOR COMMAND SERGEANT MAJOR
DUTY ASSIGNMENTS	SQUAD LEADER SECTION LEADER INTELLIGENCE SERGEANT OPERATIONS SERGEANT SENIOR TOPOGRAPHIC ANALYST DRILL SERGEANT		PLATOON SERGEANT DETACHMENT SERGEANT LITHOGRAPH OPERATIONS SERGEANT SENIOR TOPOGRAPHIC SERGEANT SENIOR TOPOGRAPHIC SURVEY SERGEANT		FIRST SERGEANT TOPOGRAPHIC INTELLIGENCE SERGEANT TOPOGRAPHIC OPERATIONS SERGEANT	SGM CSM
INSTITUTIONAL TRAINING	BNCOC		ANCOC			SMC/CSMC
RECOMMENDED	PRIOR TO BNCOC		PRIOR TO ANCOC		PRIOR TO SMC	
NCOES-RELATED COURSES	Communication Skills Information Mgt System Speech		Principles of Management Organizational Behavior Technical Writing Behavioral Science Technical Math (82D)		Research Techniques (Statistics) Human Resource Management	
RECOMMENDED READING LEVEL	10	10	11	11	12	12+
WRITING STANDARD	Achieve writing Std*	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std	Achieve writing Std
RECOMMENDED FUNCTIONAL COURSES				BATTLE STAFF NCO COURSE 1SG COURSE		
RECOMMENDED CMF- RELATED COURSES AND ACTIVITIES	SKILL LEVEL 3		SKILL LEVEL 4			SKILL LEVEL 5
	Principles of Management Organizational Behavior Technical Writing Behavioral Science Technical Math (82D)		Research Techniques (Statistics) Human Resource Management			Research Techniques (Statistics) Human Resource Management
RECOMMENDED CMF- RELATED CERTIFICATION OR DEGREE GOAL	NATIONAL TRADE/PROFESSIONAL CERTIFICATE IN:					
	Surveying; Photolithography; Printing; Cartography; Environmental Analysis					
	By 10-14 Year of Service				By 15-18 Year of Service	
	AA/AS in: Engineering Technology: General Studies				BA/BS in: Computer Science; Physical Science or related; Field Management	



# MOS 81Z TOPOGRAPHIC ENGINEERING SUPERVISOR

## MAJOR DUTIES/ADDITIONAL SKILL IDENTIFIERS (ASI)

**Major duties:** The topographic engineering supervisor supervises topographic surveying, cartography and photolithography activities. Assists in topographic planning and control activities. Assists in determining requirements and providing technical supervision of topographic mapping and other military geographic intelligence programs, to include geodetic and topographic surveying activities. Assists in command supervision and coordination of map reproduction and topographic map supply programs. Provides staff supervision and principal noncommissioned officer direction to units engaged in performing topographic engineering

### ASIs

**P5** MASTER FITNESS TRAINER

▪SSG - SGM

▪OPEN TO ANY MOS

**2S** BATTLE STAFF OPERATIONS

▪SSG - SGM

▪OPEN TO ANY MOS



# **CMF 81 TOPOGRAPHIC ENGINEERING CHARACTERISTICS**

- **Contain 4 MOSs 81L Lithographer, 81T Topographic Analyst, 82D Topographic Surveyor, and 81Z Senior Topographic Supervisor.**
- **MOSs 81L, 81T, and 82D merge at the Master Sergeant level into MOS 81Z.**
- **Opportunities for key leadership positions; Squad Leader, Section Leader, Platoon Sergeant, First Sergeant.**
- **Wide variety of assignments; Drill Sergeant, Small Group Leader, Instructor/Writer, Psychological Dissemination Company, Corps, Echelons Above Corps Topographic Engineer Company, and Division Terrain**



# **MOS 81Z TOPOGRAPHIC ENGINEERING SUPERVISOR CHALLENGING/HIGH RISK POSITIONS**

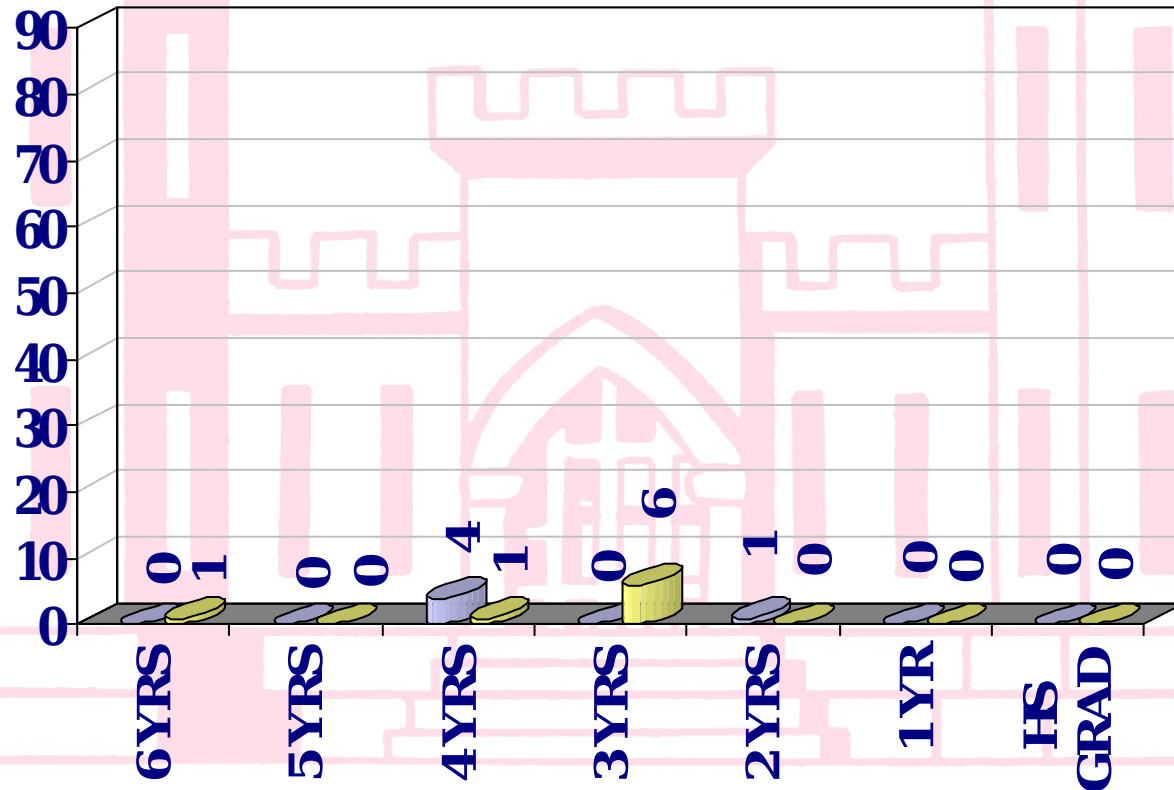
## **■ FIRST SERGEANT**

- **Topographic Intelligence Sergeant**
- **Senior Career Management NCO**
- **Chief Instructor/Writer**
- **SR Combat Development NCO**
- **BN Topographic OPS SGT**

**■ = LEADERSHIP POSITIONS**



# MOS 81 TOPOGRAPHIC ENGINEERING SUPERVISOR CIVILIAN EDUCATION LEVEL DEMOGRAPHICS (CY03)



(5) ■ PRIMARY ZONE (2) ■ SECONDARY ZONE





# 81Z ASSIGNMENT OPPORTUNITIES

<u>1SG AUTHS</u>	<u>MSG AUTHS/TDA</u>	<u>MSG AUTHS/TOE</u>
9(47.3%)	7 (5%)	12 (42%)
	1-1SG	8-1SG

## LEADERSHIP (24 MONTHS)

F  
-M

FIRST SERGEANT: 9  
TOTAL 9

### **Primary Zone (6 eligible)**

\* Average time served as 1SG is 20 months

### **Secondary Zone (4 eligible)**

\* Average time served as 1SG is 14.6 months

5 eligible MSG have NOT served as a 1SG. (4 PZ; 1 SZ)





# PROPONENT POC

SGM MARCUS KING  
Personnel Proponency  
SGM

U.S. Army Engineer  
ATTN: ATSE-DOT-EP (SGM King)  
School  
464 MANSCEN Loop  
Fort Leonard Wood, MO 65473  
DSN: 676-7232  
COM:(573) 596-0131  
ext 3-7232  
[Kingm@wood.army.mil](mailto:Kingm@wood.army.mil)